

<b>Unit 2</b> <b>Management Confidential - Unrepresented</b>	
<b>Benefit</b>	<b>Description</b>
<b>Health &amp; Welfare: medical, dental and vision</b> (Employee and dependents)	As of 07/01/2007: City Contributes 80% of premium Employee Contributes 20% of premium If no employee contribution, medical benefits are reduced 25% PPO Plan Premium = \$822.00 City Contributes \$657.60 Employee Contributes \$164.40
<b>Retirement *</b>	City = 10.51% Employee (Average) = 7.92% (2%/year @ 55 w/5 years) DROP
<b>Life Insurance</b>	1x annual salary rounded to nearest thousandth
<b>Long Term Disability</b>	66 2/3% to \$7,500/month maximum after 30 days or end of sick leave
<b>Deferred Compensation</b>	Savings/Mutual Funds No City Contribution
<b>Holidays</b>	Holidays = 10 Birthday = 1 Personal Day = 2
<b>Vacation</b> (Days per year/Hours per month) Not available to employees hired after 7/1/2000	1 – 9 years = 15/10 10+ years = 20/13.334
<b>Sick Leave</b> Not available to employees hired after 7/1/2000	8 hours/month
<b>Supplemental Sick</b>	40 hours per fiscal year
<b>Annual Leave **</b> (Days per year/Hours per month) Effective 7/1/2000 (Vacation available after 6 months/sick available after 1 month)	1 – 9 years = 23.25/15.5 10+ years = 28.25/18.834
<b>Administrative Leave</b>	60 hours per fiscal year Up to an additional 32 hours per fiscal year at departmental discretion See Salary Resolution for cash out policy
<b>Uniform Allowance</b>	None
<b>Bilingual</b>	None
<b>Workers' Compensation</b>	76% of compensation

**LEGEND:**

*	Net rate for City is zero (0) = currently offset by surplus investment earnings Employees Retirement System = Vested after completing 5 years of service
**	Annual Leave based on affirmative election by individual employees hired before 7/1/2000, otherwise applies to all employees hired after 7/1/2000